OUTLINE OF RESEARCH PROPOSAL SUBMITTED FOR DISSERTATION AS PARTIAL FULFILLMENT OF THE DEGREE OF DOCTOR OF PHILOSOPHY IN SUBJECT OF MANAGEMENT STUDIES

Title Of the Proposal:	A STUDY OF NEED FOR CHANGE IN EXISTING LABOUR LAW WITH RESPECT TO PORT AND LOGISTICS INDUSTRY
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A Research Proposal on

A STUDY OF NEED FOR CHANGE IN EXISTING LABOUR LAWS WITH RESPECT TO THE PORT & LOGISTICS INDUSTRY

Abstract

Presently, there is a constant intense debate on the requirement of reforms in labour law in India. We all are aware that the nature of labour laws today create rigidity in the Indian economy which impacts our growth. It is a fact that the Indian labour laws are numerous, complex and even ambiguous that which promote litigation rather than the resolution of problems related to industrial relations. There is a slow pace of labour reforms in India and consequences of rigidities in labour market, out-dated labour laws. The country has failed to reap demographic dividends as a consequence of policy paralysis so far as labour reforms are concerned. Irregular changes in labour laws have been unimpressive in attracting foreign investors or provide an impetus to domestic entrepreneurs interested in expanding Port and Logistic Industry.

I. Introduction

Labour law is the area of law which signifies the relationship between a worker, trade union and government at large. It plays a major important role in protecting the rights of labour, their union, their wages, and moreover building a link between government and workers. It is a protective code for laborers, workers, and employees as well, to make them aware of their rights and also, to establish a standard law regarding labour work practice. Labour law is often incorrectly conflated with Employment law. However, Employment law is the area of law that specifically deals with the relationship between an employer and employee.

Labour law is concerned with the establishment of a labour-relations framework that provides peaceful industrial relations between labours and organized workers. It is basically related to the matters of labour-relations, functions of a trade union, an adequate environment of working, conditions under which labours are working, strikes and security of the labour. While Employment law or Employment standards law is concerned with the regulation in statute laws, conditions of the workplace, time of working, wages, and so on, both, Labour law and Employment standard laws are commonly related to workers or employees and their way of working.

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Historical Background

Labour law arose parallel to the Industrial Revolution, as a result of conflict between workers and trade union. The relationship between a worker and employer of a small-scale production gradually changed to large scale factories. The growth of labour law is an outcome of a constant desire of the worker, to seek better conditions of working to manage an adequate living and the employers need to have a flexible, economic and productive workforce for better production and sales.

The origin of Labour law can be traced back in time around 18th century, where Labour relations had been mentioned in several places by European writers while giving importance to their Guilds and Apprenticeship system, Asian scholars in the Laws of the Hindus by Manu and then several other Latin American authors and writers across the world.

Evolution of Labour Law in India

The labour and employment law in India is also known as Industrial law. In India, the history of labour law is interwoven with the history of British colonialism. The industrial/labour-law enacted by the British was meant primarily to protect the British employers' interests. Considerations of the British political economy was of course of paramount importance in defining some of these early laws. That's how the Factories Act came. It is well known that Indian textile products offered stiff competition on the export market to British textiles and, in order to make India labour more expensive, the Factories Act was first enacted in 1883 due to pressure brought on the British parliament from Manchester and Lancashire's textile magnates. Thus, India received the first stipulation of eight hours of work, the abolition of child labour, and women's restriction in night work, and the introduction of overtime wages for work beyond eight hours. While the impact of this measure was clearly welfarist, there was no doubt that the real motivation was protectionist.

The Trade Dispute Act, 1929 (Act 7, 1929) was the earliest Indian statute to govern the relationship between an employer and his workmen. Provisions have been made in this Act to limit strike and lockout rights, but no mechanism has been provided to take care of disputes.

In the post-colonial era, the original colonial laws witnessed substantial changes when independent India called for a direct relationship between labour and capital. The content of this partnership was unanimously approved at a tripartite conference in December 1947 in which it was agreed that labour would be provided with a fair wage and fair working conditions and that, in return, capital would receive the fullest cooperation of labour for continuous production and higher productivity as part of the national economic strategy development and that all concerned would observe a truce period of three years free from strikes and lockouts.

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Purpose of Labour Legislation

Labour legislation that is adapted to the economic and social challenges of the modern world of work fulfils three crucial roles:

It establishes a legal system that facilitates productive individual and collective employment relationships and hence a productive economy.

By providing a framework within which employers, workers, and their representatives can interact with work-related issues, it serves as an important vehicle for achieving harmonious industrial relations based on workplace democracy.

It provides a clear and consistent reminder and the guarantee of fundamental principles and labour rights that have gained broad social recognition and defines the mechanisms through which those principles and rights can be implemented and enforced.

But experience shows that labour laws can only effectively fulfil these functions if they are responsive to the conditions on the labour market and the needs of the involved parties. The most efficient way to ensure that these conditions and needs are completely taken into consideration is when those concerned are closely involved in the legislative formulation by processes of social 6 dialogue. The involvement of stakeholders in this way is of great importance in the development of a broad base of support for labour law and in facilitating its application within and beyond the formal structured economic sectors.

Labour Law Administered in India

The catalogue of laws that administer India's labour force is inherently sizeable with at least 40 central level statutes and more than 100 state-level acts and regulations.

However, there is no established elucidation of labour laws in the country. Some of the Important Labour laws are as follows.

1. The Employees' State Insurance Act, 1948
2. The Employees' Provident Fund and Miscellaneous Provisions Act,1952
3. The Dock Workers (Safety, Health and Welfare) Act, 1986
4. The Mines Act, 1952
5. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare (Cess) Act, 1976 6
6. The Beedi Workers Welfare Cess Act, 1976
7. The Cine Workers Welfare (Cess) Act, 1981
8. The Beedi Workers Welfare Fund Act, 1976 12. The Cine Workers Welfare Fund Act, 1981
9. The Child Labour (Prohibition and Regulation) Act, 1986.

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11. The Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996.

12. The Contract Labour (Regulation and Abolition) Act, 1970.

13. The Equal Remuneration Act, 1976.

14. The Industrial Disputes Act, 1947. 12

15. The Industrial Employment (Standing Orders) Act, 1946.

16. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979.

17. The Maternity Benefit Act, 1961

18. The Minimum Wages Act, 1948

19. The Payment of Bonus Act, 1965

20. The Payment of Gratuity Act, 1972

21. The Payment of Wages Act, 1936

22. The Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981

23. The Apprentices Act, 1961

24. Unorganized Workers Social Security Act, 2008

25. Working Journalists (Fixation of Rates of Wages Act, 1958

26. Merchant Shipping Act, 1958

27. Sales Promotion Employees Act, 1976

28. Dangerous Machines (Regulation) Act, 1983

29. Dock Workers (Regulation of Employment) Act, 1948

30. Private Security Agencies (Regulation) Act, 2005

31. The Employers' Liability Act, 1938

32. The Factories Act, 1948

33. The Motor Transport Workers Act, 1961

34. The Sales Promotion Employees (Conditions of Service) Act, 1976

35. The Trade Unions Act, 1926

36. The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955

37. The Workmen's Compensation Act, 1923

38. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959

39. The Bonded Labour System (Abolition) Act, 1976

Considering the ambit of regulatory outreach, reforming labour law seems to be a rational decision.

Even though it's undeniable that labour laws in India are inflexible, convoluted and arduous, doing them away in their entirety can't be seen as the only avenue for reform.

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II. REVIEW OF LITERATURE

Review of literature is a depth investigation of previous work done on topic. The various literatures are available on Labour Laws in India. Some authors have completed research on following topics.

"A Study of Labour Law Reforms and Organisational Effectiveness" (With reference to manufacturing units of Greater Noida) by Ms. Shilpi Verma (2015) focused on understanding the labour law and its gaps with respect to manufacturing industries. In her thesis she concludes In general, the Indian labour legislations are partly archaic and have outlived their utility in a globalizing world. However, reforming labour legislation is a very touchy issue and there are conflicting interest groups involved, which has resulted in lack of initiative of the government to make necessary amendments. Much has been discussed in this study but little seems have to be done further.

"LABOUR LAW AND LABOUR MANAGEMENT RELATIONS IN INDIA A CRITICAL STUDY" by Mr. Rohit (2017) where in detailed study has been done on Industrial dispute and Industrial Labour relation. It states that this subject requires constant research and vigil at all times on the problems of workers, employers etc. There is a need of balancing the interests of employers and workers which in turn will help in growth of industrial economy. In fact, if we

carefully examine, there is no conflict between the interests of workers and employers. Although, prima facie, it appears that there is an apparent conflict between the two. At the end, it is submitted that one must keep in mind the ultimate goal of each and every person in this world and their duties towards others.

"Changing phase of Indian labour and industrial relations in the era of globalization" by Mr. SONGA. SATYANADHA PRASAD (2014) where in he mentions with respect to the constitutional experts, the present market-driven industry and economy reflects a constitutional drift and a paradigm shift, wherein the entire gamut of industrial jurisprudence, which accommodates the concepts of Industrial jurisprudence and labour welfare is fading out gradually. It is no doubt a danger signal to the survival of the industrial fabric. The researcher has taken up the present study which is compartmentalized in to conceptual framework of social security measures and social justice which is embodied in the industrial jurisprudence as understood at global level, the philosophical foundation of the Indian constitutional vision of social justice and its uniqueness, its application in the industrial polices in India, and the response of legislature and approach of the judiciary towards industrial policy measures.

Labour law reforms are an ongoing and continuous process, and the Government has been introducing new laws and amending the existing ones in response to the emerging needs of the workers in a constantly dynamic economic environment. Even then, labour reforms in India, in the context of economic liberalization and globalization, are much desired, but also sometimes feared of its misinterpretation. Every reform envisioned should aim at inclusive growth. That is the need of the hour for a resurgent and resilient Indian economy.

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"Study of labour laws and policies with refence to contract labour in India" by Mr. Singhi Sreekanth M (2001) wherein he mentions that the Central Government has announced new economy Policy. Industrial Policy urging the industry to improve efficiency, productivity, modernise and rationalise production facilities by absorbing new technology to compete in the foreign markets and thus to give impetus to industrial growth. If the government wants it industrial policy to succeed, ti will have to harmonise its labour policy with new economy policy, which at present are at variance to each other.

Contract Labour practices should be regulated with the purpose of securing for the contract labour such norms of wages, welfare and working conditions as are available to the regular workers of the establishments. Restriction4s posed under the Contract Labour Act will not be inconformity with the stated economic policy.

The government will have to give a fresh look at the existing provisions of Contract Labour (Regulation & Abolition) Act 1970., and other labour laws relating to contract labour, with view to rationalise them and to meet with changes taking place in our economy. The progressive labour legislation required for speedy industrial and economy growth which we all want to achieve on entering the new millennium.

"Labour Law Reforms in Country: The Need of an Hour" International Journal of Social Science & Interdisciplinary Research, Vol. 7 (1) Posted by Mr. Yogesh Daudkhane in April 2019 from Indira School of Business Studies mentions that Labour market is very important as well as sensitive matter in our country. While making labour reforms the law makers have to consider the interest of all the stakeholders associated with it. It should not so happen that the change impacts any of the party in a way which is not so desirable or acceptable. The thought process of workers needs to change and made more acceptable with respect to changes. Let them be aware that not every change is going to result in loss of job for them or their fellow member. The Union Government as part of labour law reforms has undertaken drive to rationalize 38 Labour Acts by framing 4 labour codes viz Code on Wages, Code on Social Security, Code on Industrial Relations and Code on Occupational Safety, health and working conditions. The codification of labour Laws will remove multiplicity of definitions and authorities leading to ease of compliance without compromising wage security and social security to workers. Hoping that this will bring in lot of updates which are relevant in today's era and the reforms or changes are not made just for the sake of it.

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Introduction & significance of Port & Logistics Industry in India

Every economy consists of three sectors. They are primary sector (extraction such as mining, agriculture and fishing), secondary sector (manufacturing) and the tertiary sector (service sector). Economies tend to follow a developmental progression that takes them from a heavy reliance on primary, toward the development of manufacturing and finally toward a more service-based structure. Port and Logistic Industry deals with the production of intangible goods like transportation, hotel restaurants, real estate, arts, entertainment health insurance services, education and telecom services etc. This sector contributes nearly 60 % of the Indian GDP. The service sector consists of the soft parts of the economy such as insurance, government, tourism, banking, retail, education, and social services. Service industry involves the provision of services to businesses as well as final consumers. Goods may be transformed in the process of providing a service, as happens in the restaurant industry or in equipment repair. However, the focus is on people interacting with people and serving the customer rather than transforming physical goods.

At present, India is undoubtedly one of the world's most vibrant capital markets. Challenges remain, but the future of the sector looks good. The advent of technology has also aided the growth of the industry.

Port & Logistics industry manages the transportation storage, handling, inventory, packaging, delivery of goods and various other aspects.

The logistics industry in India is highly fragmented with a large number of unorganized players.

The logistics sector is the backbone of our economy and is seeing a continuous growth.

India is strategically located on the world's shipping routes. With 12 major and 200+ non-major ports, along with a vast network of navigable waterways, the scope of increasing the trade volume is enormous.

Jawaharlal Nehru Port Trust is the largest major port in India, while Mundra is the largest private port.

The government has been undertaking several initiatives with the vision of port-led development and growth of logistics-intensive industries.

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III. Background of Research Study

The NCL recommended consolidation of central labour laws. It observed that there are numerous labour laws, both at the centre and in states. Further, labour laws have been added in a piecemeal manner, which has resulted in these laws being ad-hoc, complicated, mutually inconsistent with varying definitions, and containing outdated clauses. For example, there are multiple laws each on wages, industrial safety, industrial relations, and social security; some of these laws cater to different categories of workers, such as contract labour and migrant workers, and others are focused on protection of workers in specific industries, such as cine workers, construction workers, sales promotion employees, and journalists. Further, several laws have differing definitions of common terms such as "appropriate government", "worker", "employee", "establishment", and "wages", resulting in varied interpretation. Also, some laws contain archaic provisions and detailed instructions (e.g, the Factories Act, 1948 contains provisions for maintaining spittoons and frequency of white-washing walls).

Labour law arose due to the demands of workers for better conditions, the right to organize, and the simultaneous demands of employers to restrict the powers of workers in many organizations and to keep labour costs low. Employers' costs can increase due to workers organizing to win higher wages, or by laws imposing costly requirements, such as health and safety or equal opportunities conditions. Workers' organizations, such as trade unions, can also transcend purely industrial disputes, and gain political power - which some employers may oppose. The state of labour law at any one time is therefore both the product of, and a component of, struggles between different interests in society. International Labour Organisation (ILO) was one of the first organisations to deal with labour issues. The ILO was established as an agency of the League of Nations following the Treaty of Versailles, which ended World War I. Post-war reconstruction and the protection of labour unions occupied the attention of many nations during and immediately after World War I. In Great Britain, the Whitley 4 Commission, a subcommittee of the Reconstruction Commission, recommended in its July 1918 Final Report that "industrial councils" be established throughout the world. The British Labour Party had issued its own reconstruction programme in the document titled Labour and the New Social Order. In February 1918, the third Inter-Allied Labour and Socialist Conference (representing delegates from Great Britain, France, Belgium and Italy) issued its report, advocating an international labour rights body, an end to secret diplomacy, and other goals. And in December 1918, the American Federation of Labor (AFL) issued its own distinctively apolitical report, which called for the achievement of numerous incremental improvements via the collective bargaining process.

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IV. Need of the Research Study

While the Codes consolidate and simplify existing laws to some extent, they fall short in some respects. For example, the Codes on occupational safety and social security continue to retain distinct provisions of each of the laws that these Codes subsume. For example, while the Occupational Safety Code contains provisions on leaves for all employees, it continues to retain additional leave entitlements for sales promotion employees (e.g. earned medical leave for 1/18th of time on duty). Similarly, while the Codes rationalise definitions of different terms to a large extent, they are not uniform in all respects. For example, while the Codes on wages, occupational safety and social security contain the same definition of "contractor", the code on industrial relations does not define the term. The study shall explore the challenges to conclude how well they are covered by the proposed change.

Further, given the significant share of the Port and Logistic Sector in the Indian economy, these labour laws need to be examined with a view of how these would impact the employee as well as employers in this sector. The study shall thus focus on the changes in the said laws which will have on this growing sector in India.

Issues related to labour laws:

Complex law system:

Under the Constitution of India, Labour is a subject in the concurrent list where both the Central and State Governments are competent to enact legislations. As a result, a large number of labour laws have been enacted catering to different aspects of labour e.g. occupational health, safety, employment etc. As a result, it created a lot of redundancy and loopholes in the legal system which paves the way to exploitation of labour. Implementation of this complex system of laws has also become a challenge to limited number of Labour Enforcement Officers in India.

Labour exploitation:

Because of the predominantly heavy-handed labour regulations (also called as Inspector Raj) with exploitable gaps, the MNCs and domestic organizations have resorted to alternate ways i.e. employing contract labour at less than half the payroll of a permanent employee. India has 94% of its workforce in its unorganised sector. This huge workforce getting trapped in unorganised sector is largely attributed to our stringent labour laws. Thus, labour reforms are needed.

Impact of delay of labour reforms:

The Labour Reforms if not implemented soon, it would take a gross hit on India as an investment destination. Also, it would incur huge loss to the economy due to undervalued GDP production. This reflects the dire need for reforms. The data shows that 94% of Labour force in India is in the unorganised sector and that shows how grossly Indian GDP is undervalued. This is so because the income of these people in the workforce is very much less than the permanent workforce for the

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same output. The improper regulations coupled with complexity have led to misuse of vast Labour of India.

Issue of contract labour:

One of the main reasons for labour reforms is the concept of contract labour. Trade Unions suggest that this concept itself should be removed. There is stringent hiring and firing process defined in Industry Disputes Act. It makes it mandatory for the organization to seek Government permission before removing an employee.

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V. Objective of the Research Study

In this research study the researcher formulated the research objectives on "A Study of Need for Change in Existing Labour Laws with respect to the Port & Logistics Industry". The researcher is trying to cover all the possible dimensions of existing Labour Law at workplace in the Port and Logistic Industry.

1. To study labour laws implemented in the Port & Logistics Industry.
2. To study the employer and employee relationship as per the Labour Law under Industrial Disputes Act and Industrial Relations Act.
3. To study the employee productivity with respect to Port & Logistics industry.
4. To study the laws covering unorganized sector in the Port & Logistics industry.
5. To study the diversity of compliances implemented in the Port & Logistics industry.
6. To study the policies according to the Labour Laws in the Port & Logistics industry.
7. To study the implementation as per the compliance of contract labour law in the Port & Logistics industry.

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VI. Research Hypothesis

The researcher stated that the major hypothesis which is "A Study of Need for Change in Existing Labour Laws with respect to the Port & Logistics Industry" and some of the minor hypotheses are identified as:

- **H01** The labour laws do not have an impact on the employees of the Port & Logistics industry.
- **H11** The labour laws have an impact on the employees of the Port & Logistics industry.

- **H02** There is no impact on Employer & Employee relationship as per the Industrial Relations Act & Industrial Disputes Act.
- **H21** The is an impact on Employer & Employee relationship as per the Industrial Relations Act & Industrial Disputes Act.

- **H03** There is no impact on employee productivity under the labour law in the Port & Logistics industry.
- **H31** There is an impact on employee productivity under the labour law in the Port & Logistics industry.

- **H04** There no impact on unorganized sector as per the Labour Law in the Port & Logistics industry.
- **H04** There is an impact on unorganized sector as per the Labour Law in the Port & Logistics industry.

- **H05** Diversity compliances are not followed in the Port & Logistics industry.
- **H51** Diversity compliances are followed in the Port & Logistics industry.

- **H06** The implementation of policies in the Port & Logistics industry are not followed as stated.
- **H61** The implementation of policies in the Port & Logistics industry are not followed as stated.

- **H07** The CLRA compliances are not followed in the Port & Logistics industry.
- **H71** The CLRA compliances are followed in the Port & Logistics industry.

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VII. Proposed Framework of Research Study

To formulate and explore the research framework the researcher identifies the attributes/features on "A Study of Need for Change in Existing Labour Laws with respect to the Port & Logistics Industry", which are categorised as dependent and independent variables. There are some moderating factors which would play a significant role in between dependent and independent variables. The researcher categorised the various variables as:

Dependants Variables:

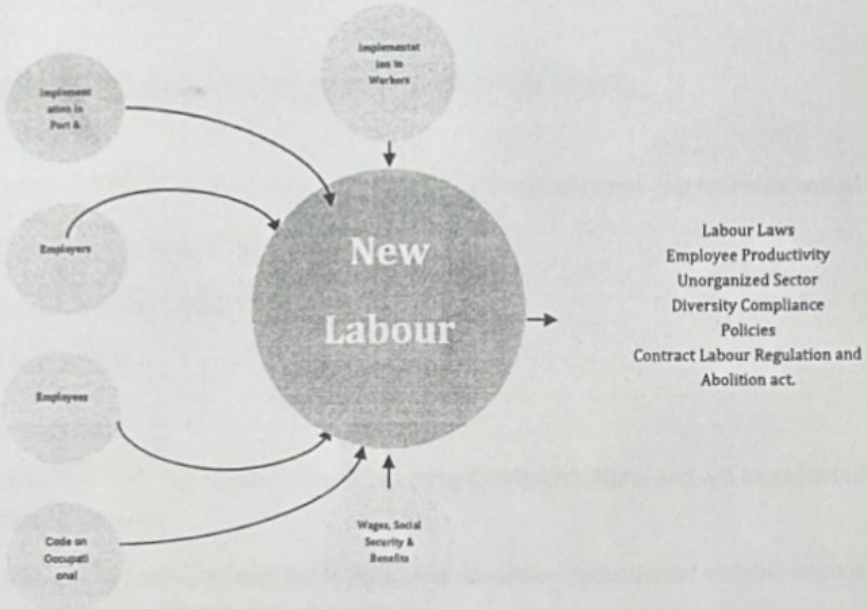
- Labour Laws
- Employee Productivity
- Unorganized Sector
- Diversity Compliance
- Policies
- Contract Labour Regulation and Abolition act (CLRA)

Independent Variables:

- Implementation in Port & Logistic Industry
- Employers
- Employees

Moderating Variable:

- Implementation of Labour Laws to Worker
- Wages/ Incentives/ Bonus/ Medical Benefits/ Social Security/ Working Conditions



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VIII. Research Design and Methodology

Study would be based on data collection from two sources: Primary and Secondary data sources.

Primary source:

Primary source data shall be collected from 10 companies of the Port & Logistics industry covering possible attributes on the challenges these sectors would have through the structured questionnaire, interview, discussion etc.

The sample size for data collection would be of 50 samples per company. Data Collection will be with the help of 2 separate questionnaires, 1 for the employer & the other for employees

Secondary source:

Secondary source data i.e., external factors shall be collected from the research papers and the scholar book references, standard publications from the institute and organisations, reports, publication from law firms, internet etc from authentic & reliable resources to study descriptive analysis & demographics.

Methodology adapted of data collection

For the data collection the one would design instrument using different measuring scale as Likert, open ended, 3:1 scale etc. For more exploration about the data and sample, one would define the population from which sample for the study is to be drawn.

Tools to be adopted for the research study

For Data analysis and interpretation, the following statistical tools and methods would be adopted:

Data Analysis: t-test using Likert scale

Inferential testing: Chi-squared test

Variance: ANOVA

The reliability of the scale would be tested using Cronbach's Alpha and will be reported in the description of tools.

The principal component analysis (PCA) for the dimension reduction of variable and interpret the overall conclusion on hypothetical statement.

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IX. Significance of Research Study

The researcher emphasised that Labour and employment regulations have far-reaching implications for every business organization. Firstly, these are crucial for a congenial and harmonious relationship between employers and employees. You cannot have high productivity and innovation in an environment saddled with rifts and disputes.

As labour is in the concurrent list, there was an entire gamut of 200+ state and 40+ central laws with often colluding jurisdictions.

- The multiplicity, rigidity, and overlapping nature of laws also makes compliance difficult which leads to inspector raj like conditions even now. This leads to corruption, exploitation of workers, etc
- The above situation also hampers the ease of doing business in India.
- India has a huge informal sector, with almost 90% workforce engaged in it. The labour laws largely ignore the sector.
- The companies have an incentive in keeping their firm small as larger firms attract stricter regulations.
- The contract employment always generates aversion from labours. There is a need to introduce fixed-term employment.
- The female labour force participation is very low, and it is mainly engaged in the informal sector and low-paid jobs.
- The collective bargaining of the employees is weak. It needs to be strengthened.

The codification of labour laws was recommended by the 2nd National commission on labour (2002).

Table 1: Details of Acts which are being subsumed by the four labour codes

Labour Codes	Acts being subsumed
Code on Wages	• Payment of Wages Act, 1936; • Minimum Wages Act, 1948; • Payment of Bonus Act, 1965; and • Equal Remuneration Act, 1976
Occupational Safety, Health and Working Conditions Code	• Factories Act, 1948; • Mines Act, 1952; • Dock Workers (Safety, Health and Welfare) Act, 1986; • Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; • Plantations Labour Act, 1951; • Contract Labour (Regulation and Abolition) Act, 1970; • Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979; • Working Journalist and other Newspaper Employees (Conditions of Service and Miscellaneous Provision) Act, 1955; • Working Journalist (Fixation of Rates of Wages) Act, 1958; • Motor Transport Workers Act, 1961; • Sales Promotion Employees (Condition of Service) Act, 1976;

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X. Limitations of Research Study

The researcher has defined some of the limitations which would not be covered during this research study to focus more of the study identified. The following are the limitations:

i. The researcher is covering only certain identified segments of the service industry in this study and shall not extend the research to manufacturing or other sectors.
ii. The primary focus of the research would be on implemented labour laws in Port & Logistics Industry
iii. The data being collected shall be limited to India.

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XI. Chapter Plan of Study

Chapter 1	Introduction
Chapter 2	Review of literature
Chapter 3	Background of Research Study
Chapter 4	Need of the Research Study
Chapter 5	Objective of the Research Study
Chapter 6	Research Hypothesis
Chapter 7	Framework of the Research Study
Chapter 8	Research Design & Methodology
Chapter 9	Significance of Research Study
Chapter 10	Limitation of the Research Study
Appendix- I	Questionnaires
Appendix- II	SWOT analysis, GAP analysis
Appendix –III	List of tables

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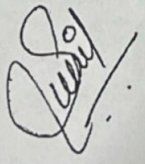
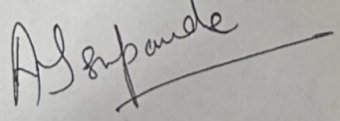
OUTLINE OF RESEARCH PROPOSAL SUBMITTED FOR DISSERTATION AS PARTIAL FULFILLMENT OF THE DEGREE OF DOCTOR OF PHILOSOPHY IN SUBJECT OF MANAGEMENT STUDIES

Title Of the Proposal:	**A STUDY OF NEED FOR CHANGE IN EXISTING LABOUR LAW WITH RESPECT TO PORT AND LOGISTICS INDUSTRY**
Name of Candidate:	**Mr. Sonu Subhan Suji**
Basic Qualification of Candidate:	B.Sc. (Chem) MHRDM
Name and Designation of Ph. D Guide (Research Supervisor)	**Dr. Mrs. Aruna Vinay Deshpande** **Professor** Ph.D in Business Management M.com. Masters in Personnel Management, NET Alkesh Dinesh Mody Institute for Financial and Management Studies Joravar Bhavan University of Mumbai Vidyanagari Kalina, Santacruz (E) Mumbai - 400098
Place of work:	**University of Mumbai** **Alkesh Dinesh Mody Institute for Financial Management Studies** Joravar Bhavan University of Mumbai Vidyanagari Kalina, Santacruz (E) Mumbai – 400098
Date of Submission of Proposal	8th August 2022
Signature of Candidate:	
Signature of Research Guide:	

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